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European Centre for the Development  
of Vocational Training



# Attractiveness of the teaching profession in VET

Panel discussion with VET stakeholders

Irene Psifidou, Expert, VET4Youth - Teachers &  
Trainers Team Facilitator

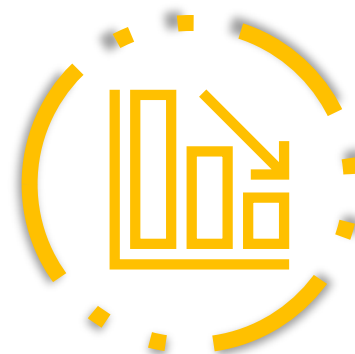
# Teacher shortages: an EU-wide fact



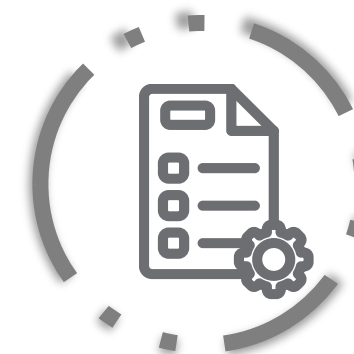
**Dramatic increase**  
in some countries  
and in remote and  
disadvantage areas



Vary across subjects  
and sectors:  
**severe in STEM,  
foreign languages,  
informatics**



Lack of qualified  
teachers across EU  
- associated with a  
**decline in student  
performance**



**High in  
EU policy  
agenda**

Source: [Unesco, 2024](#); [E&T monitor, 2023](#) and [2024](#); [EENEE-NESET Analytical Report, 1/2023](#); [Cedefop, 2022](#)

# What causes teacher shortages?

- 1 An **ageing** teaching force
- 2 **Higher demand** for specific skills
- 3 Lack of **attractiveness** to the teaching profession
- 4 Accelerated **teacher absenteeism & turnover**

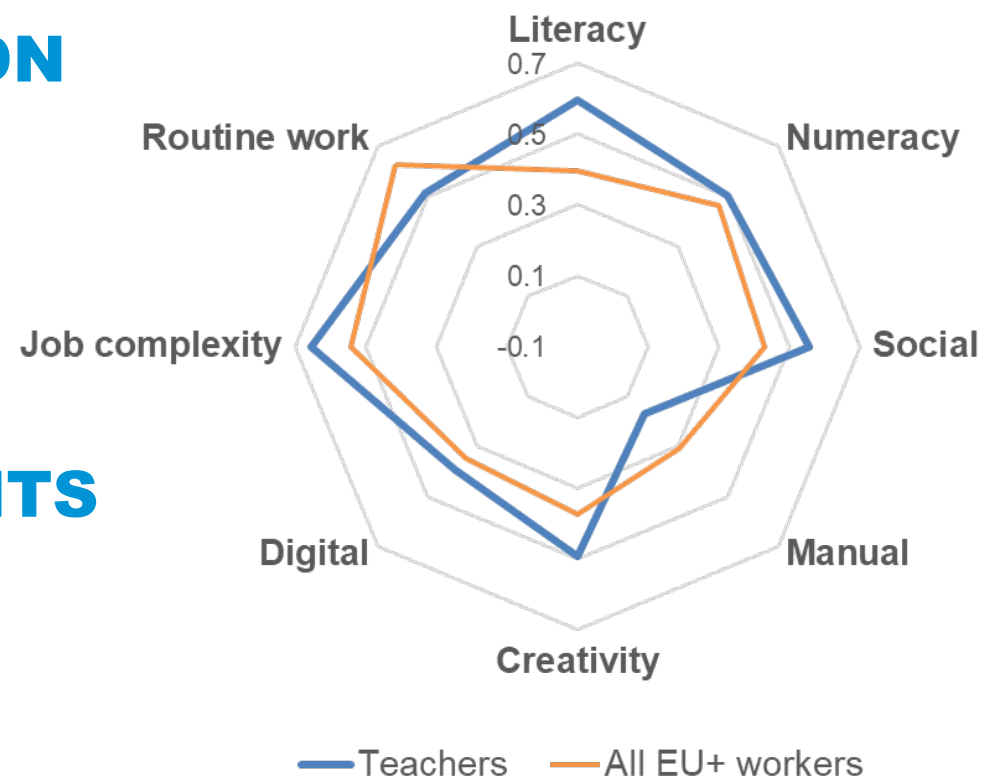
# Rethinking teaching careers

## COMPLEXITY OF TEACHING PROFESSION

- Not fully prepared at early career stages
- Limited CPD and career advancement opportunities

## CHALLENGING WORKING ENVIRONMENTS

- High workloads & stress
- Overcrowded classrooms
- Harassment and violence



Source: [Cedefop pilot survey of VET teachers, 2022](#), [Cedefop ESJS2, 2021](#)

# As a result...

## Teaching is not a first career choice

- Only for **67% of teachers**, teaching was their primary career choice
- In some countries, few graduates from teacher training programmes take a job in a school



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***VET teachers: more likely to be looking for another job***

# Making teaching careers attractive

1

## Improve societal appreciation of teachers

Only **17.7%** of teachers across EU countries believe that their profession is valued



Source: [Unesco, 2024](#); [E&T monitor, 2023](#) and [Cedefop, 2022](#)

# Making teaching careers attractive

2

## Raise salaries

**10.5% lower**

compared to tertiary-educated workers

**Only 40% of VET teachers**

on average are satisfied with their salary



Source: [E&T monitor, 2024](#) and [OECD, 2021](#)

# Making teaching careers attractive

## 3 Increase job and career stability

VET teachers are more likely to have a **temporary contract** than general education teachers



Source: [OECD, 2021](#), [Cedefop pilot survey of VET teachers, 2022](#)

# Thank you

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**Irene Psifidou**

*Expert in VET for youth – teachers and trainers*

[rena.psifidou@cedefop.europa.eu](mailto:rena.psifidou@cedefop.europa.eu)

+30 2310 490 149



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